EXHIBIT A

Case 1:07-cv-09456-LAK Document 8-3 Filed 02/25/2008 Page 2 of 4 S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION EEOC Form 161-B (3/98) NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST) To: June Bennett From: **New York District Office** 40 Woodruff Avenue Apt. 610 33 Whitehall Street Brooklyn, NY 11226 5th Floor New York, NY 10004 On behalf of person(s) aggrieved whose identity is CONFIDENTIAL (29 CFR §1601.7(a)) EEOC Charge No. **EEOC Representative** Telephone No. John B. Douglass, 16G-2006-03533/10112370-1B Supervisory Investigator (212) 336-3765 (See also the additional information enclosed with this form.) NOTICE TO THE PERSON AGGRIEVED: Title VII of the Civil Rights Act of 1964 and/or the Americans with Disabilities Act (ADA): This is your Notice of Right to Sue, issued under Title VII and/or the ADA based on the above-numbered charge. It has been issued at your request. Your lawsuit under Title VII or the ADA must be filed in a federal or state court WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.) More than 180 days have passed since the filing of this charge. Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of this charge. The EEOC is terminating its processing of this charge. The EEOC will continue to process this charge. Age Discrimination in Employment Act (ADEA): You may sue under the ADEA at any time from 60 days after the charge was filed until 90 days after you receive notice that we have completed action on the charge. In this regard, the paragraph marked below applies to The EEOC is closing your case. Therefore, your lawsuit under the ADEA must be filed in federal or state court WITHIN 90 DAYS of your receipt of this Notice. Otherwise, your right to sue based on the above-numbered charge will be lost. The EEOC is continuing its handling of your ADEA case. However, if 60 days have passed since the filing of the charge, you may file suit in federal or state court under the ADEA at this time. Equal Pay Act (EPA): You already have the right to sue under the EPA (filing an EEOC charge is not required.) EPA suits must be brought any violations that occurred more than 2 years (3 years) before you file suit may not be collectible. If you file suit, based on this charge, please send a copy of your court complaint to this office. On behalf of the Commission

in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for

Enclosures(s)

Director

CC:

KINGSBRIDGE HEIGHTS REHABILITATION 3400-26 Cannon Place **Bronx, NY 10463**

Frank & Associates, P.C. 500 Bi-County Blvd, Suite 112N Farmingdale, NY 11735

Case 1:07-cv-09456-LAK Document 8-3 Filed 02/25/2008 Page 3 of 4 EEOC Form 161-B (3/98) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST) To: Joycelyn McCalla From: **New York District Office** 3525 Decatur Avenue #1M 33 Whitehall Street **Bronx, NY 10467** 5th Floor New York, NY 10004 On behalf of person(s) aggrieved whose identity is CONFIDENTIAL (29 CFR §1601.7(a)) EEOC Charge No. **EEOC** Representative Telephone No. John B. Douglass, 16G-2006-03535/10112373 Supervisory Investigator (212) 336-3765 (See also the additional information enclosed with this form.) NOTICE TO THE PERSON AGGRIEVED: Title VII of the Civil Rights Act of 1964 and/or the Americans with Disabilities Act (ADA): This is your Notice of Right to Sue, issued under Title VII and/or the ADA based on the above-numbered charge. It has been issued at your request. Your lawsuit under Title VII or the ADA must be filed in a federal or state court WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.) More than 180 days have passed since the filing of this charge. Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of this charge. The EEOC is terminating its processing of this charge. The EEOC will continue to process this charge. Age Discrimination in Employment Act (ADEA): You may sue under the ADEA at any time from 60 days after the charge was filed until 90 days after you receive notice that we have completed action on the charge. In this regard, the paragraph marked below applies to your case: The EEOC is closing your case. Therefore, your lawsuit under the ADEA must be filed in federal or state court WITHIN 90 DAYS of your receipt of this Notice. Otherwise, your right to sue based on the above-numbered charge will be lost. The EEOC is continuing its handling of your ADEA case. However, if 60 days have passed since the filing of the charge, you may file suit in federal or state court under the ADEA at this time. Equal Pay Act (EPA): You already have the right to sue under the EPA (filing an EEOC charge is not required.) EPA suits must be brought

in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

If you file suit, based on this charge, please send a copy of your court complaint to this office.

Enclosures(s)

Director

CC:

KINGSBRIDGE HEIGHTS NURSING HOME 3400-26 Cannon Place **Bronx, NY 10463**

Frank & Associates, P.C. 500 Bi-County Blvd., Suite 112N Farmingdale, NY 11735

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NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

223	n Villalon 5 Tiebout Avenue Apt. PVT nx, NY 10457		From:	New York District Of 33 Whitehall Street 5th Floor New York, NY 10004	
	On behalf of person(s) aggri CONFIDENTIAL (29 CFR §1	eved whose identity is (601.7(a))			
EEOC Charge No.		EEOC Representative	9		Telephone No.
		John B. Douglas			relephone No.
16G-2006-03654/10112529		Supervisory Investigator		(212) 336-3765	
Nотісе то т	HE PERSON AGGRIEVED:		(See also t	he additional informatio	on enclosed with this form.)
the ADA m	ust be filed in a federal or	4 and/or the Americans with the above-numbered charge state court WITHIN 90 DAY ng suit based on a state claim	s. It has been issue	ed at your request. Yo	tice of Right to Sue, issued ur lawsuit under Title VII o r right to sue based on this
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you file suit	, based on this charge, please	e send a copy of your court co	mplaint to this office	o.	
Enclosures(s)		pehalfrot the Comm	ission	7/26/2007
30,00(er H. Lewis, Jr., Director		(Date Mailed)
c: K	INGSBRIDGE HEIGHTS RE	HABILITATION	Frank & A	ssociates, P.C.	

Bronx, NY 10463

510 Bi-County Blvd., Suite 112N Farmingdale, NY 11735